Introduction To HEERA

On January 1, 2000 the Higher Education Employer-Employee Relations Act, also known as HEERA, took effect at LANL. This law extends certain collective bargaining rights to University of California employees at the Laboratory. Previously, UC Employees were covered by this Act only if they worked in California.

LANL Access Policy

Under HEERA, organizations wishing to represent Laboratory employees have a right of access to Laboratory facilities, subject to reasonable regulation. The Staff Relations group has prepared a document outlining access procedures that respond to those legal requirements. This document is posted on the Human Resources Labor Relations website and may be accessed by clicking here.

Release of Home Address and Telephone Numbers

Under HEERA, the Laboratory may be required to release an employee's home address and telephone number to an employee organization requesting such information unless the employee has notified us, in writing, of his or her desire to keep such information private. Employees wishing to keep their address and telephone number private should send an Employee Release of Information Form to Staff Relations at MS P126. Additional copies of this form are also available at Staff Relations and may be obtained by calling 7-8730. If you do not object to the release of this information, no action on your part is required.

The Importance of Employee Awareness and Participation

Since the extension of HEERA to the Laboratory, employees may be called upon to make decisions that can significantly impact our working environment. Consequently, we urge you to learn about HEERA and related issues so that you can make fully informed decisions and choices. Information, frequently asked questions, the HEERA law itself, related forms and LANL policies and procedures related to HEERA are available at the Human Resources Labor Relations website.

Cy: HR-SR File
    HR- DO File
    LC File